



UPTON JUNIOR FOOTBALL CLUB

WELFARE & SAFEGUARDING POLICY

Name - The Club is registered with the Cheshire County FA as **Upton Junior Football Club (Chester)**.

Status - Registered Charity Number 1172690

- I. Upton Junior Football Club (JFC) acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any club football activity. We subscribe to The Football Association's Safeguarding Children Policy and Procedure and endorse and adopt the policy statement contained in that document which can be viewed via the following link (scroll to the bottom to download the Grassroots Safeguarding Children Policy and Procedure): <https://www.thefa.com/football-rules-governance/safeguarding/policy-downloads>.

See also the information on the [Cheshire FA Safeguarding Hub](#)

- II. The key principles of The FA Safeguarding Children Policy are that:
- The child's welfare is, and must always be, the paramount consideration.
 - All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.
 - All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
 - Working in partnership with other organisations, children and young people and their parents or carers is essential.

We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. Upton JFC recognises that this is the responsibility of every adult involved in our club.

- III. Upton JFC has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This includes those who are a volunteer, match official, helper on club tours, football coach, club official or medical staff.
- IV. We endorse and adopt The FA's Child Protection and Best Practice Guidelines for recruiting volunteers and will:
- Specify to the volunteer what the role is and what tasks it involves
 - Request identification documents
 - As a minimum meet and chat with the applicant(s) and where possible interview people before appointing them
- V. All current Upton JFC volunteers working in eligible roles, with children and young people - such as managers and coaches - are required to hold an FA accepted Enhanced DBS with barring list check.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Upton JFC, guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the DBS Process and that all suitability decisions will be made in accordance with legislation and the best interests of children and young people.

It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.

Where deemed necessary by the Club Welfare Team, the Club's Executive Committee will meet to discuss volunteers who present concerns during the onboarding process. The Committee will consider all available information and vote on accepting or declining volunteers.

- VI. Upton JFC supports The FA's 'whistle blowing' policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London, SW1P 9EQ, by emailing safeguarding@thefa.com or by going direct to the Police, Children's Social Care or the NSPCC. Upton JFC encourages everyone to know about it and utilise it if necessary.

Upton JFC has appointed at least one Club Welfare Officer (CWO) in line with The FA's role profile, who has completed the FA Safeguarding Children Course and Welfare Officers Course. The post holder will be involved with Welfare Officer training provided by The FA and/or County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA (CFA) Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of the FA's **Respect** codes, poor practice and abuse amongst club members. The Upton JFC Welfare Team can be contacted via email welfareuptonjfc@gmail.com.

- VII. We acknowledge and endorse The FA's identification of bullying as a category of abuse, and the FA's [Anti-Bullying Policy](#). Bullying of any kind is not acceptable at our club. If bullying does occur, all players, parents or guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO, a member of the Executive Committee or, in cases of serious bullying contact the Cheshire FA Welfare Officer at Safeguarding@CheshireFA.com on 01606 871166 or look at the [Cheshire FA Safeguarding Hub](#).
- VIII. The FA's [Codes of Conduct](#) for players, parents or spectators, officials and coaches are endorsed by Upton JFC and are published on the Club website. In order to support these Codes of Conduct the club has clear sanctions, written in the Club Constitution, to deal with any misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by Leagues or the County Football Association in more serious circumstances. All members will be informed of these Codes and will be required to follow the principles of the **Respect** Codes for Players, Coaches and Parents.

Additionally, we adhere to the England Football [Grassroots code](#) which is a national framework of behavioural standards designed to create safer, more respectful and enjoyable environments for all participants. It sets out five standards of behaviour: Enjoy the Game, Give Respect, Be Inclusive, Work Together, and Play Safe. These standards apply to players, coaches, parents, spectators and volunteers, helping to build a consistent culture and expectation across every team.

- IX. Reporting your concerns about the welfare of a child or young person. **Safeguarding is everyone's responsibility. If you are worried about a child, it is important that you report your concerns – no action is not an option.**
1. If you are worried about a child, then you need to report your concerns to the Club Welfare Officer. If the issue is one of poor practice the Club Welfare Officer will either:

- Deal with the matter themselves or
 - Seek advice from the Cheshire FA County Welfare Officer
2. If the concern is more serious – including possible child abuse, where possible, contact the Cheshire FA Welfare Officer first, then immediately contact the Police or Children’s Social Care.
 3. If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken. They in turn will inform the Cheshire FA County Welfare Officer.
 4. If at any time you are not able to contact your Club Welfare Officer, or the matter is clearly serious then you can:
 - Contact your CFA County Welfare Officer directly on Safeguarding@CheshireFA.com
 - Contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com
 - Contact the Police (101 or 999 in an emergency) or Cheshire West and Chester Council’s Children’s Social Care 0300 123 7047
 - Call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or email help@nspcc.org.uk

The FA’s Safeguarding Children Policy and Procedures are available via:

<https://www.thefa.com/football-rules-governance/safeguarding>

The policy outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams which describe this process. How to make a referral is also covered in the Safeguarding Children Course.

The FA’s policy on Disclosure and Barring Service DBSs is subject to change. DBS information and guidance can be found at <https://www.thefa.com/football-rules-governance/safeguarding/criminal-record-checks>

Reviewed and Updated: June 2026